

OFFICE OF FISCAL ANALYSIS

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<http://www.cga.ct.gov/ofa>

sSB-1023

AN ACT CONCERNING THE DUTIES AND RESPONSIBILITIES OF
THE COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES.

As Amended by Senate "A" (LCO 9042)

Senate Calendar No.: 345

OFA Fiscal Note

State Impact: None

Municipal Impact: None

Explanation

The bill requires state equal employment opportunity (EEO) officers to investigate discrimination complaints filed against a state agency, by eliminating an exception in current law that allows them to instead rely on the Commission for Human Rights and Opportunities (CHRO). In FY 20, there were 2,319 total complaints filed; of this amount 223, or approximately 10% of those were filed against state agencies. This shift, from requiring EEO officers to investigate complaints instead of only CHRO, is not expected to result in costs to the state or municipalities.

Additionally, the bill exempts employers from requiring workplace sexual harassment prevention training from an employee who, within two years before their hire, received this training under another employer. This also has no fiscal impact as this training, provided by CHRO, has no cost to state agencies or municipalities.

Finally, the bill allows claimants to file a complaint within 300 days after any alleged discriminatory act, instead of 180 days as is current practice for certain types of discriminatory practice complaints. Extending the deadline to 300 days for the types of complaints that are

still at 180 (i.e. housing, certain public accommodations, and credit) is expected to result in a minimal number of additional claims being filed. As such, this change has no fiscal impact.

Senate "A" makes a clarifying change that has no fiscal impact.

Out Years

State Impact: None

Municipal Impact: None